

## **ARTICLE 15**

### **Labor-Management Meetings**

#### **Section 1. Purpose.**

Labor-Management meetings shall be for the purpose of maintaining communications in order to cooperatively discuss and resolve problems of mutual concern to the parties. Either party may request, in writing, that a conference be scheduled. Such meetings shall be conducted at mutually agreed times and places within thirty (30) calendar days from the date of the written request. The parties may also mutually agree to meet beyond thirty (30) calendar days from the date of the written request.

Items to be included on the agenda for such meetings are to be submitted at least seven (7) calendar days in advance of the scheduled meeting dates unless mutually agreed otherwise. Appropriate subjects for the Agenda are:

- (a) Administration of the Agreement;
- (b) General information of interest to the parties;
- (c) Expression of employee's views or suggestions on subjects of interest to employees of the representation unit;
- (d) Recommendations of the Health and Safety Committee on matters relating to the representation unit employees in the department.

Incorporated in the listing of items submitted for such agenda shall be an indication of the specific issues or problems to be addressed.

Department or agency representatives shall notify the Union of administrative changes to be implemented by management which will affect employees in the representation unit. Failure of the Employer to provide such information shall not prevent the Employer from making such changes. Such changes shall be proper subjects for future Labor-Management meetings. Such meetings shall not be considered negotiations, nor shall they be considered as a substitute for the grievance procedure.

#### **Section 2. Representation.**

The Union shall designate its representatives to such departmental meetings in accordance with this Section. In the Department of Transportation the Union shall designate up to five (5) permanent representatives who shall be employees in this unit. The Union may designate not more than five (5) additional representatives to participate in such meetings, based upon the matters scheduled in the Agenda. In all other departmental-level meetings, the Union shall be entitled to designate up to three (3) permanent representatives who shall be employees in the unit.

The Union may designate not more than two (2) additional representatives to participate in such meetings, based upon the matters scheduled in the Agenda. Union Staff may attend departmental or agency Labor-Management meetings as the Union may elect.

It is the intent of the parties to minimize time lost from work.

### **Section 3. Scheduling.**

Departmental level Labor-Management meetings shall be scheduled not more frequently than on a bimonthly basis, or six (6) times per year.

Where no items are placed on the agenda at least seven (7) calendar days in advance of the meeting, such meeting shall not be required.

### **Section 4. Pay Status of Union Representatives.**

Up to the limit established in this Article, Union Representatives to Labor-Management meetings shall be permitted reasonable time off without loss of pay or benefits from scheduled work for necessary travel and attendance at such meetings. For purposes of pay only, properly designated Union representatives from the afternoon or midnight shifts shall be permitted an equivalent amount of time off from scheduled work on their upcoming or previous shift. Such meetings may be rotated among shifts, as the parties may mutually agree. Overtime and travel expenses are not authorized. Under no circumstances shall more than ten (10) representation unit employees attend such meetings without loss of pay.

### **Section 5. State Employer.**

As may be mutually agreed, the State Employer may meet with representatives of the Union. Discussions at these meetings shall include, but not be limited to, administration of this Agreement.